

1967

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Faculty Senate

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JOINT FACULTY POLICY COMMITTEE
MINUTES OF MEETING OF
February 14, 1967

The meeting was held at Illinois State University at Normal, February 14, 1967

Those in attendance:

<u>ISU</u>	Alice Ebel	<u>ITCN</u>	Bruce Kirk	<u>NIU</u>	Charles Canon
	Arthur White				Charles Leslie
					Edra Lipscomb
<u>EIU</u>	Donald A. Kluge	<u>ITCS</u>	Joseph Goodman		Ralph Novak
	Glenn McConkey				
	Louise Murray				
	Jon Hopkins				
<u>WIU</u>	Gerald Shryock				

Mr. Joseph Tutaro, Associate Executive Officer of Board of Governors of State Colleges and Universities, represented Dr. McKelvey who was unable to attend the meeting.

The minutes of the meeting of December 5, 1966, were approved as published.

OLD BUSINESS

SICK LEAVE Copies of letters from Dr. McKelvey and Mr. Gibala relative to this subject were distributed to the Council Members. (copy attached) A discussion ensued relative to sick leave benefits. The following queries and suggestions were made relative to what is considered present policy:

1. It was the consensus of the group that a distinction be made between : (1) Disability under the Retirement Program; (2) Disability under Sick Leave Benefits; and (3) Sick Leave Benefits.
2. It was recommended that cumulative sick leave time should be increased from 60 to 120 days.
3. Is sick leave available during other than the contract period? What is the policy when contracts are late because of legislative approval of the budget, i.e. when a faculty member becomes ill and is not under contract for the summer or subsequent year?
4. Why are calendar days rather than school days used in determining sick leave benefits?
5. Is the faculty member who has returned from a sabbatical leave automatically covered for a two year period (two year obligation after leave)?

6. Could the words "Subject to the approval of the President" in VI, 4.6 of Board Policy be deleted?

It was suggested that a meeting be held with Dr. McKelvey, Mr. Gibala and one or two of the University Presidents to clarify some of the confusion mentioned above.

It was moved by White and seconded by Goodman that the Chairman appoint a three member committee to prepare questions on sick leave and disability so the committee can discuss this matter with the pertinent individuals in Springfield. The motion carried. The following were suggested as committee members: McConkey, Goodman, Kluge and Tempkin.

The question of nepotism was read and discussed at some length. It was suggested that all requests to the Board be supported by documented examples and reasons which would save time for all concerned. The Chairman was asked to send a note to members of the J. F. P. C. asking for cases of nepotism in which qualified faculty left the University.

Copies of Dr. McKelvey's letter of February 10, 1967 (copy attached), were distributed to the Council Members. A discussion followed which indicated some disagreement with the proposal made by the Board. A motion was made by Goodman and seconded by Novak that the Chairman be instructed to write Dr. McKelvey calling attention to the motion made by the J.F.P.C. on October 18, 1966, and indicating this ruling is not necessary because of the statement on page 22 of the Board Policy which states:

"While administrative officials who have faculty status may achieve tenure under the regulations of the Board, this tenure refers to their status as faculty members only. Administrative assignments, including department headships, are made by the Board on an annual basis upon recommendation of the president."

Motion carried.

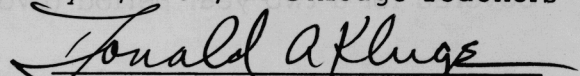
Communication problems with the Board, the Board Office, Council of Presidents, University Presidents and Faculty Councils or Committees received much discussion, but without recommendation.

The proposed affiliation of the University Retirement Program with Federal Social Security was discussed. Ebel made a motion which was seconded by Goodman to oppose affiliation with Federal Social Security. An amendment was made by Novak and seconded by Kluge to add the words "at this time" to the motion. The amendment was defeated. The original motion carried.

It was moved by Novak and seconded by Cannon that a vote of appreciation be communicated to Illinois State University for their excellent hospitality. The motion carried.

A motion was made by Novak and seconded by Cannon that a vote of appreciation and commendation be given to Art White for his loyal service to the J.F.P.C. during the past six years.

The next meeting of the Council is scheduled for May 9, 1967, at Chicago Teachers College - South.


Donald A. Kluge, Secretary

Dr. Glenn A. McConkey
Chairman, Joint Faculty Policy Committee
Eastern Illinois University
Charleston, Illinois

January 27, 1967

Dear Dr. McConkey:

I received a copy of the minutes on January 12, and noticed a report on sick leave benefits, Item 5, and that the Eastern group was assigned the responsibility for drafting a statement on sick leave benefits. I felt that the information presented in these minutes was inadequate and I was aware that there are other factors to be considered here. I asked Mr. Gibala to respond briefly to this information and I enclose a copy of his letter to me. Our disability benefits are so superior to those existing in most systems, and obviously far superior to those which existed in the Chicago system, that there just is no comparison. It is not possible to cite the number of days allowed for sick leave without taking into account the benefits of the disability features which exist in our system.

I hope this information will be useful to you and the committee.

Sincerely yours,
(signed) F. H. McKelvey
Executive Officer

Dr. Frederick H. McKelvey, Executive Officer
Board of Governors of State Colleges and
Universities

January 26, 1967

Ill State Office Building
Springfield, Illinois 62701

Dear Mac,

The enclosed committee report is somewhat misleading, because it covers only the sick leave provisions of selected universities and fails to take into consideration, the supplemental disability benefits which are payable under the retirement program or disability income insurance. The need for long-term sick leave benefits diminishes, if the university or college is covered by a retirement program or insurance plan which provides disability income protection.

In 1965, the University of Southern California conducted a survey of 63 colleges and universities in the United States with over five hundred faculty members. Twenty-one of the 63 reported that they have a disability insurance program. Of the 23, only four pay the total cost, one pays 66 2/3% of the cost; and one pays 13 1/2% of the cost. Thirteen make no contribution and one failed to reply. The Illinois universities which are covered by the State Universities Retirement System are among those few which pay the total cost of the disability benefits. No part of the employee's contributions is used for this purpose.

As you know, a faculty member can accumulate several years of disability benefit payments at 50% of salary under this Retirement System. The length of time that benefits are payable depends upon total earnings credits under the Retirement System.

It is my understanding that faculty members who were employed by the Chicago Board of Education prior to July 16, 1965 could accumulate up to 120 days of sick leave. On the other hand the Chicago Teachers Retirement Fund paid no disability benefits during the first 10 years of service and only 12 1/2% of average salary for a person with 10 years of credits. Thus, a long-term sick leave policy was important to offset what would generally be considered as a very weak disability insurance plan under the Chicago Teachers' Retirement System.

I trust that the above comments may be of some help to you. I am sorry that I did not get this information to you sooner. I had loaned my copy of the Southern California study to another office on the Urbana Campus and it was not returned to me until this morning.

Sincerely, yours,
(signed)
Edward S. Gibala
Executive Director

February 10, 1967

Dr. Glenn McConkey, Chairman
Joint Faculty Policy Committee
Eastern Illinois University
Charleston, Illinois 61920

Dear Dr. McConkey:

At the January meeting of the Council of Presidents, a specific recommendation was proposed relating to the retirement of certain administrative officers at age 65. The recommendation follows:

"That the service of administrative officers holding the title of Dean, Associate or Assistant Dean, Department Head or Division Chairman, Director, Registrar, Business Manager, or Executive Assistant shall terminate on August 31 following the close of the academic year in which the holders of these positions attain the age of sixty-five, at which time the holder may elect to be re-assigned to a teaching position in the department in which he holds rank, provided that he holds rank. This policy is to be effective August 31, 1968."

The primary reason for this recommendation is the belief that the majority of men and women become less effective in their ability to perform energetically and imaginatively in their later years. Such a policy, therefore, means that there is an earlier opportunity for replacing these administrative positions with younger men. It is recognized, of course, that there are wide variations in the abilities of individuals; nonetheless, the general good of our institutions, it is believed, would be furthered by this policy. Absence from teaching for a number of years is not believed to be critical, particularly when the assignment would likely involve lower division teaching of undergraduates. There is no reflection whatever upon the importance of undergraduate teaching in making this statement.

I would appreciate consideration of this proposed policy by the Joint Faculty Policy Committee and will look forward to its response.

Sincerely yours,
(signed)
F.H. McKelvey,
Executive Officer